

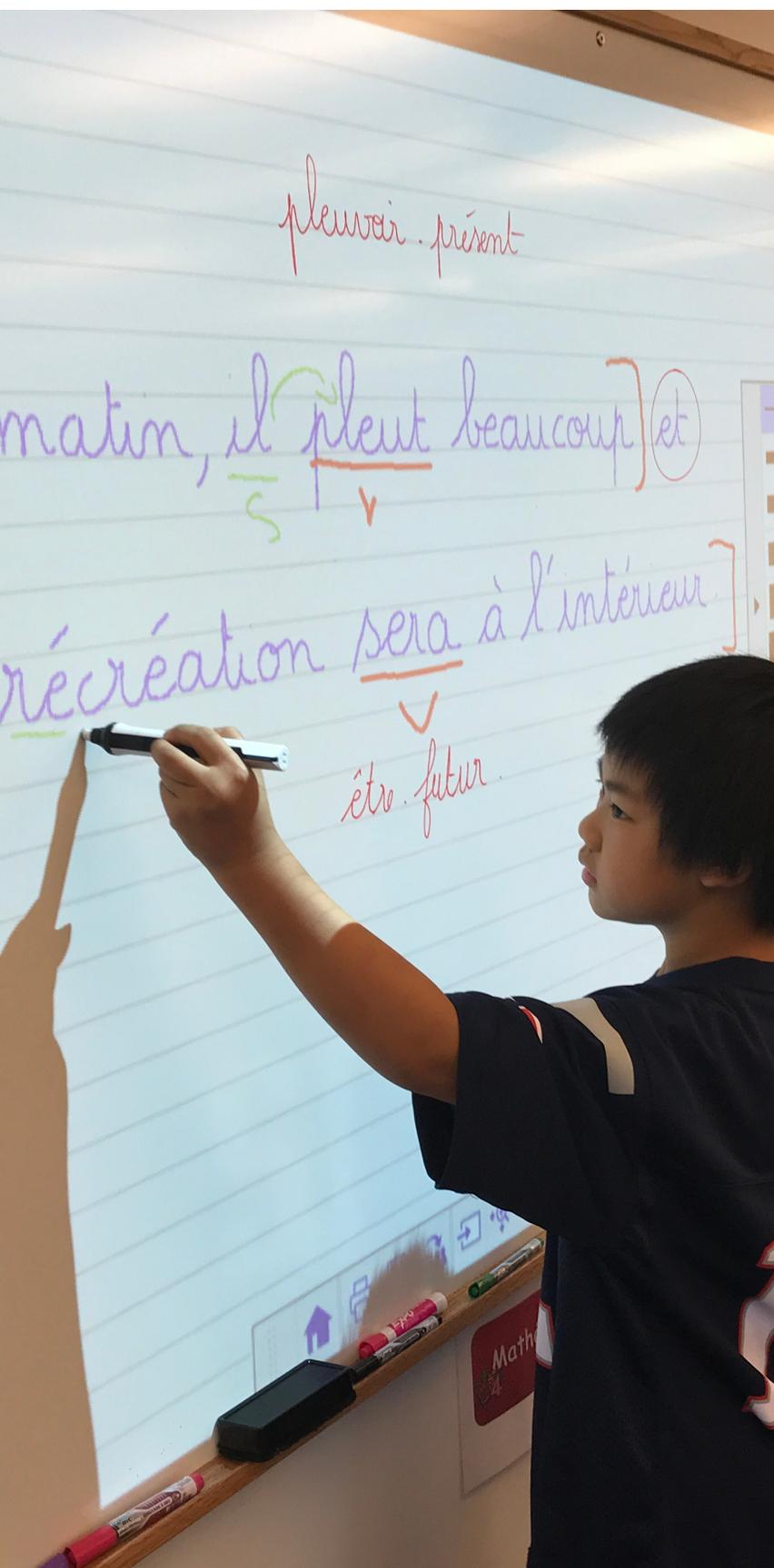
# INTERNATIONAL SCHOOL OF BOSTON

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# ANNUAL REPORT 2019-2020



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# TOGETHER AS ONE:

## MESSAGE FROM THE HEAD OF SCHOOL



Richard Ulffers

**It was a year like no other.** We had successfully relocated the Maternelle to the Cambridge campus, opened a bright new playground at the front of our building, and were busy implementing our five-year strategic plan around our "One School" mantra. Then a once-in-a-century pandemic hit. Our international school of more than 40 nationalities—just like so many other schools across the country and across the world—was forced to close its physical doors and move online.

**Despite difficult circumstances, the transition to remote learning was exceptional.** Thanks to the hard work of our faculty and staff, we moved fast in rolling out age-appropriate classrooms online. Indeed, we were proud to be identified as one of the only institutions in the area to launch virtually from day one.

**It truly was all hands on deck.** The outpouring of support from our families, students, and trustees was nothing short of extraordinary. Through it all, our dedicated faculty and staff worked tirelessly to develop our online learning platforms and programs. Alongside the academics, we launched health and wellness resources, offered opportunities for physical activity, and turned our ISB Gala into a uniquely virtual event. A heartfelt thank you to everyone who contributed to what is our largest annual fundraiser.

**But perhaps what struck me most was how a global pandemic so clearly brought forth our core values as a school.**

**Community:** In what was an unparalleled year, we found creative, socially distanced ways to affirm our sense of community. From surprise care packages and car parades to heartwarming video messages that celebrated our students' achievements, everyone went above and beyond to demonstrate gratitude for one another. Our PTO organized a year full of community events, from the wonderful holiday party to tailored initiatives online. Our #ALLIN4ISB Giving Day was an exceptional success, while our parents flooded independent school review websites like Niche.com and Great Schools with five-star reviews. These positive reviews are so helpful in getting the word out about our school.

**Character:** The pandemic had already tested our character as a school in so many ways. In the moments of uncertainty, we showed grit and good humor while preserving our claim on academic excellence. Then several months into the lockdown, as our academic year was drawing to a close, events in Minneapolis shocked the world. The killing of George Floyd, and the wider calls for racial justice that followed, shook our national conscience to the core.

As the head of an international school with a diverse community like ours, I'm constantly reminded of our duty to nurture awareness within our own community and across cultures. While we enjoy many privileges, we also bear a responsibility to act for the greater good.



For this reason, we take our commitment to Diversity, Equity, and Inclusion (DEI) seriously and have embraced a number of initiatives to advance DEI understanding throughout our school. In this important work, we seek to raise our awareness of deep, long-standing issues of racism in our society while committing to embody the change we wish to see in the world. Perhaps there is no greater test of character than that.

**Excellence:** If character and community represent who we are, excellence is what we aim for. The 2019-20 academic year didn't disappoint. Our students secured impressive results in the newly reformed French Bac and the IB Diploma Program, despite the massive disruption to learning as usual. As ISB seniors again headed off to top universities around the world, we had justifiable cause to celebrate. In addition to the academics, we witnessed incredible talent across our athletic programs, service projects, and the arts.

**The future is bright.** While the world has experienced dark days, I remain resolutely optimistic for what's ahead. Indeed, I have never been more confident about the positive role our school can play in shaping events both locally and internationally—now and into the future. As we approach our sixtieth anniversary as a school, our standing as a world-class bilingual institution dedicated to critical thinking continues to grow. Our rigorous health and safety planning for the current academic year, together with other difficult decisions we had to make over the summer, reflect the serious mindedness with which we protect our mission: to cultivate excellence through French-English bilingual and multicultural learning.

Times of crisis often bring out the best in people and help deepen an institution's sense of purpose. That is more true now than ever for ISB. I want to thank each one of you in our community for what you contribute every day. Together, we advance as one. \_\_\_\_\_



# STRENGTH THROUGH RENEWAL:

## MESSAGE FROM THE CHAIR OF THE BOARD



Philippe Suhas

**Nobody could claim** the past few years have been uneventful. Much has transpired since I began my three-year term as the Chair of the Board of Trustees in the fall of 2017. For our school, this period has been productive, exciting, and unparalleled, marked by a generation-defining pandemic. In spite of it all, we have made sustained progress against our mission during this time.

**Throughout, ISB's strategic plan has been our North Star.** Starting in the academic year 2017-18, I was honored to lead the Board as we initiated a planning process to define a new vision for our school. We reached far and wide into our school community and beyond for insights, input, and inspiration on our future course.

**What came out of the process was an urgent sense of renewal.** We articulated our core values of Excellence, Character, and Community. We strengthened our Mission Statement to more clearly describe our purpose. We embraced the need to position our school in the local educational landscape. And we reaffirmed our claim to be a world-class academic institution for bilingual and multicultural learning.

Of course, strategy is only as good as its execution. Here, we have been guided by our "One School" motto. We moved into Building 4, formerly the Matignon Convent, and took what was the transformational step of relocating the Maternelle to our Cambridge campus. We introduced new learning spaces and made numerous upgrades to our facilities. We consolidated our Divisions under new leadership.

Meanwhile, we adopted new ways of spreading the word about ISB. And, as the pandemic dramatically upended life as we knew it, we discovered new strength in our school community. Our quick pivot to remote learning was a beacon to others, setting the stage for new models of hybrid learning in the post-pandemic world.

Moreover, I'm proud of the steps we took to strengthen and diversify the Board as an institution. I believe this breadth of experience has served us well in weathering the recent storm. I would like to express my heartfelt gratitude to the entire ISB community for your resilience and spirit during this time.

As I end my term as Chair of the Board of Trustees, I would like to offer warm wishes to my successor, Dr. Florence Bourgeois, and extend my sincere thanks to each of my fellow board members for their dedication and service. I remain deeply grateful for the skill and commitment of the Senior Leadership Team and all our wonderful staff and faculty, alongside the ongoing support of the French Consulate.

With our school approaching its sixtieth anniversary, I am reminded how we each make a direct contribution to ISB's legacy. In what is a perennially uncertain world, it remains for us to build the future we wish to see. And as we usher in the next chapter of our school's history, I am more persuaded than ever of the enduring relevance of our mission: to cultivate excellence through French-English bilingual and multicultural learning.

# A BILINGUAL, MULTICULTURAL LEARNING ENVIRONMENT

The International School of Boston (ISB) is an independent, non-profit, PK-12, French-English bilingual and international school located in Cambridge, Massachusetts, one of the most vibrant metropolitan areas in the United States. As a world-class, accredited academic institution, ISB places the development of the bilingual brain at the heart of its mission. ISB students graduate with an American high school diploma and choose between two internationally renowned diplomas, the French or the International Baccalaureate, giving them the opportunity to thrive at leading universities in the United States, France, and around the world. Offering a rich experience with rigorous programs, ISB prepares its students for a lifetime of learning and service.



# ISB IN NUMBERS

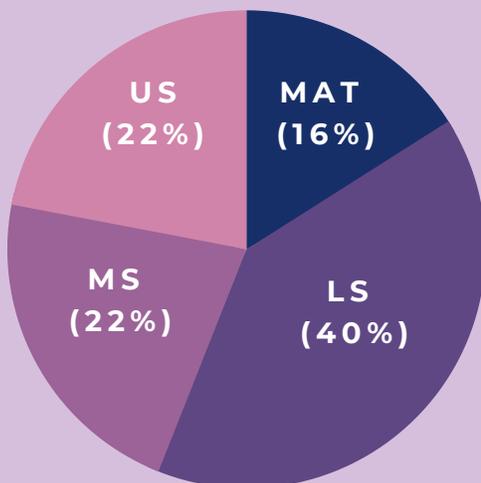
## THE ISB COMMUNITY REPRESENTS 53 COUNTRIES

Algeria	Haiti	Morocco	Sweden
Angola	India	Netherlands	Switzerland
Bangladesh	Indonesia	New Zealand	Syria
Belgium	Iran	Norway	Tunisia
Brazil	Ireland	Philippines	Turkey
Bulgaria	Israel	Poland	Ukraine
Canada	Italy	Portugal	United Kingdom
Chile	Japan	Romania	United States
China	Jordan	Russia	Venezuela
Colombia	Kenya	Senegal	
Congo	Korea	Serbia	
Egypt	Lebanon	Slovakia	
France	Malaysia	South Africa	
Germany	Mauritius	Spain	
Greece	Mexico		



## OUR STUDENTS

- Students: 563
- Maternelle students: 90 (16%)
- Lower School students: 225 (40%)
- Middle School students: 123 (22%)
- Upper School students: 125 (22%)



## OUR FACULTY

- Faculty: 87
- Teaching staff (administration): 10
- Faculty with an advanced degree: 76
- Average student to faculty ratio: 6 to 1



# OUR MISSION

We cultivate excellence through French-English bilingual and multicultural learning.

## CORE VALUES

Excellence  
Character  
Community



# NOTRE MISSION

Nous cultivons l'excellence à travers un apprentissage multiculturel et bilingue français-anglais.

## VALEURS FONDAMENTALES

Excellence  
Force de caractère  
Communauté soudée



## ACCREDITATIONS

- Council of International Schools
- International Baccalaureate Organization
- Ministère de l'Éducation nationale
- New England Association of Schools and Colleges

## MEMBERSHIPS

- Agence pour l'enseignement français à l'étranger (AEFE)
- Association of French Schools in North America
- Association of Independent Schools in New England (AISNE)
- Educational Records Bureau (ERB)
- Mission laïque française (MLF)
- National Association of Independent Schools (NAIS)

# CLASS OF 2020

## 2020 FRENCH BACCALAUREATE RESULTS

The pass rate for the class of 2020 is 100%, and of that 100%, all with passed with honors (95.66% with high honors *Mention Bien* and *Très Bien*). These results are excellent, which demonstrates the hard work of our students and the quality of our teaching methods and curriculum. It should also be noted that six of our students received the congratulations of the jury, which is rarely given. Grade 9 students also had 100% success in the National "Brevet" Diploma exams, and all 100% of these were with honors (82.35% with *Mention Très Bien* and 17.65% with *Mention Bien*). All ISB students (100%) received their High School Diploma. Congratulations to all!

## 2020 IB RESULTS

This is the fifteenth year of the IB Program at ISB. The top score from the class of 2020 was 40, which is a score only 3% of candidates around the world achieve. This year's passing rate was 93%, which is above the world average of 78%.

Seven candidates, or 50% of all ISB students who gained the IB Diploma, met the requirements and have earned the exclusive IB Bilingual Diploma. This requires the successful passing of advanced literature courses in two languages or, for second language learners of English, the successful passing of an advanced literature course in their first language and all other courses in English. This year, students paired English with French, Spanish and Chinese.

**Congratulations to our Upper School Spanish students who attained national recognition for excellent performance on the 2020 National Spanish Examinations. ISB students earned a total of 3 gold, 4 silver, and 9 bronze medals, along with 23 honorable mentions. "Attaining a medal or honorable mention for any student on the National Spanish Examinations is very prestigious," said Kevin Cessna-Buscemi, National Director of the Exams, "because the exams are the largest of their kind in the United States with more than 140,000 students registered in 2020."**



**Nine ISB Students scored in the 90th Percentile on the AATG (American Association of Teachers of German) National German Exam, taken by 19,000 students from over 600 schools nationwide !**

# FOUR-YEAR COLLEGE AND UNIVERSITY ACCEPTANCES AND PLACEMENTS \*Matriculations in bold

**UNITED STATES:** Arizona State University, Bard College, **Bentley University**, Boston University, Brandeis University, University of California-Davis, **University of California-San Diego**, University of California-Santa Cruz, Clarkson University, Colorado College, Connecticut College, University of Connecticut, Denison University, University of Denver, Drexel University, Eckerd College, Embry Riddle Aeronautical University, Emerson College, Florida Institute of Technology, George Washington University, Gordon College, Harvey Mudd College, **Haverford College**, Hofstra University, University of Illinois-Urbana Champaign, Indiana University-Bloomington, Ithaca College, Johnson & Wales University, **Lesley University**, Lewis & Clark College, University of Maryland, **University of Massachusetts-Amherst**, University of Massachusetts-Boston, University of Massachusetts-Lowell, Massachusetts College of Pharmacy and Health Sciences, University of Miami Moore College of Art & Design, University of New Hampshire, The New School, New York University, Northeastern University, Occidental College, University of Oregon, University of the Pacific, Pennsylvania State University, University of Pittsburgh, Quinnipiac University, **Reed College**, Regis College, University of Rhode Island, Rhodes College, Ringling College of Art & Design, University of Rochester, Rochester Institute of Technology, Roger Williams University, University of San Diego, Sarah Lawrence College, Savannah College of Art & Design, School of the Art Institute of Chicago, Simmons University, University of South Carolina, **Suffolk University**, Syracuse University, Temple University, **Tufts University**, Union College, University of Vermont, Wake Forest University, **Wentworth Institute of Technology**, Western Michigan University, Westfield State University, **Wheaton College**, Whittier College, College of Wooster Ohio, Worcester State University

**FRANCE:** American University of Paris, Université d'Aix-Marseilles, Université Bordeaux I, II, III, Université Catholique I, II, III, Institute Catholique de Paris, ECAM, **Ecole Polytechnique**, Ecole Supérieure de Chimie Physique Electronique de Lyon, EDHEC, EISTI, **EPITA**, ESCP, ESIGELEC, ESME, **ESSEC Business School**, Université d'Evry -Val-d'Essonne, Université de Grenoble-Alpes, ESEO; HEI Campus Lille, IDRAC Paris, IESEG School of Management-Lille, **ISEP**, **Sciences PO Reims**, Institutes Universitaires de Technologie d'Orsay, IPSA, IUT de Vélizy, IUT de Cachan Paris, Paris-Est Créteil University, Université de Lille, Lycée Blomet, Lycée Gustave Eiffel Lyon, Université de Versailles Saint-Quentin-en-Yveline

**CANADA:** Bishop's University, Concordia University, University of British Columbia, **McGill University**, Université de Montréal, University of Toronto

**ENGLAND:** Buckinghamshire New University, University of Cambridge, Central Saint Martins City, University of London, University College, London Durham University, **Imperial College London**, **King's College London**, Loughborough University, University of Manchester Queen Mary, University of London Royal Holloway, University of London University of Warwick, University of Westminster, University of Winchester

**GERMANY:** Bard College, Berlin Jacobs University

**IRELAND:** Trinity College Dublin, **University College Dublin**

**ITALY:** Bocconi University, John Cabot University

**THE NETHERLANDS:** Leiden University, University College Amsterdam, University College Utrecht

**NORTHERN IRELAND:** Queen's University Belfast

**SCOTLAND:** **University of Edinburgh**, University of St Andrews

**SPAIN:** IE University

**SWITZERLAND:** Franklin University

# A YEAR IN PHOTOS

**Bienvenidos!** Our high schoolers visited the Canary Islands, where they spent time at the Lycée Français International de Ténérife. They explored the island, visited national parks and museums, and practised their Spanish.



**Speaking Out.** For the sixth year, we took part in the national Poetry Out Loud contest. Congrats to ISB senior Aliénor Rice, one of only 22 high school students out of more than 23,000 from Massachusetts to make it to the State Final.



**Raising a Virtual Glass.** We celebrated our 13th Annual Gala virtually, with many fabulous auction and raffle items up for grabs. Thank you to everyone who supported this important event and helped raise funds for our school.



**Connecting through Art.** 11th grade IB students used photographs to draw portraits of children from Afghanistan, as part of the global initiative, The Memory Project. The artwork was then sent to their peers on the other side of the world.



**Taking a Stance.** We take our commitment to Diversity, Equity, and Inclusion (DEI) seriously. In December, we attended the 2019 NAIS Student Diversity Leadership Conference in Seattle. Throughout the year, we held ISB Community Conversations about race, gender, and religion.

**Really?** Our new Virtual Reality Club—generously funded by a grant from La Fondation Dassault Systèmes—uses the latest VR software and headsets to explore engineering and mathematical solutions for real-world applications.



**#ALLIN4ISB** Our week-long campaign saw the entire school honoring our teachers, raising funds, and spreading the word about ISB.

**Little Minds, Big Futures.**

We announced the launch of the Tote Petite Section (TPS), designed for children who turn two by September 1st. With this addition, ISB now offers the complete Maternelle curriculum endorsed by the French Ministry of Education.



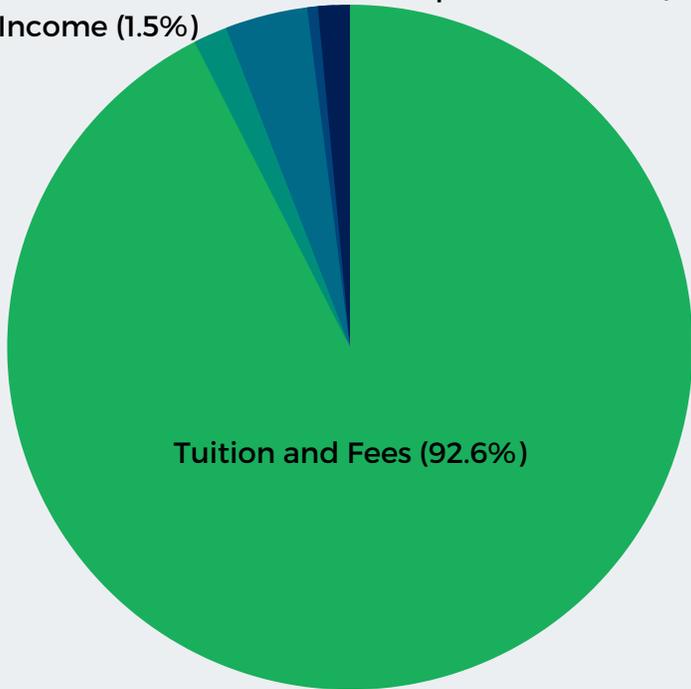
# FINANCIAL STATEMENTS

## STATEMENT OF INCOME

Tuition and Fees	\$17,132,609	92.6%
Other Programs	\$711,806	3.9%
Development Income	\$296,803	1.6%
Other Income	\$272,364	1.5%
Interest & Dividends	\$84,496	0.5%

**TOTAL** **\$18,498,078**

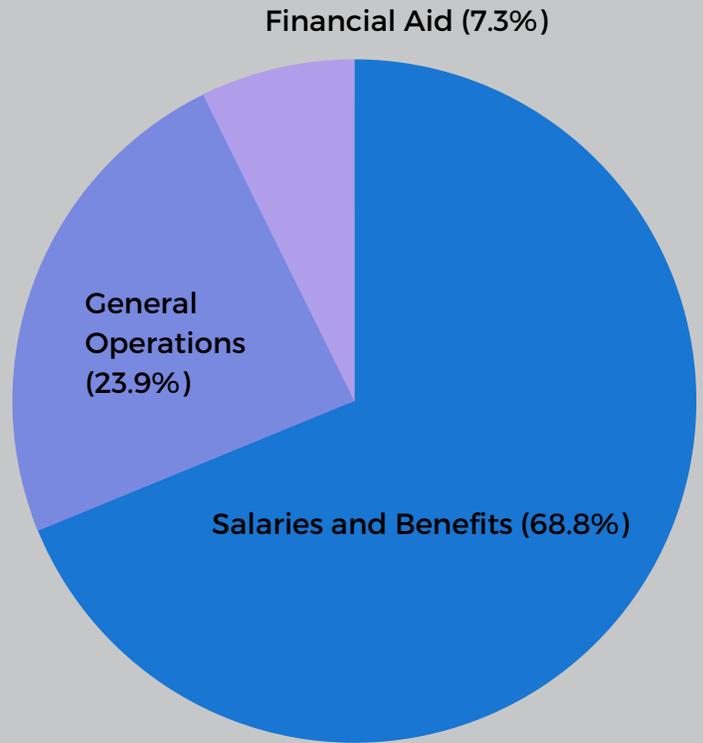
Other Programs (3.9%) Interest & Dividends (0.5%)  
Other Income (1.5%) Development Income (1.6%)



## STATEMENT OF EXPENSES

Salaries and Benefits	\$12,656,104	68.8%
General Operations	\$4,587,015	23.9%
Financial Aid	\$1,211,388	7.3%

**TOTAL** **\$18,454,507**



**NET INCOME: \$43,571**



# THANK YOU, OUR DONORS

## VISIONARIES' CIRCLE (\$25,000 - \$49,999)

Andrew Davis and Florence Bourgeois

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Boston Red Sox  
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The Friel Family  
Henrietta's Table  
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Joy LeDuc Photography  
John F. Kennedy Presidential Library and Museum  
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Léon and Marie-Carole Ridoré  
René and Gina Robert  
Rob Schiller and Sue Jensen  
Ken and Beth Squires  
Philippe and Alexandra Suhas  
Jonathan Yedidia and Ann Blair

### **GIFTS IN HONOR**

Tim and Cynthia Ferris: *In honor of Natalie, Winslow, and Margot Ferris*

### **GIFTS IN MEMORY**

Faith Doub: *In memory of Molly Doub*



## GIFTS FROM FACULTY AND STAFF

Patrick Apiou  
Anne-Cécile Autissier  
Catherine Bastien  
Naïma Benali  
Rebecca Bishop  
Ophélie Blanquer  
Christine Bodet  
Claudia Bonmassar  
Jim Brennan  
Kimberley Buchanan  
Florence Bucourt  
Philippe Caron-Audet  
Mason Craig  
Pauline Dides  
Vicky Eid  
Edward Ellison  
Milica Gallucci  
Fernanda Gantier  
Maeve Glynn Hermida  
Sylvie Gori  
Ariane Heinz  
Irene Hodges  
Jeannette Kasa  
Sarah Klein  
Joyce Latapie  
Pascal and Muriel Lepesqueux  
Kelsey Loconte  
Florence Manoukian  
Caroline Marlard  
Consuelo Mendoza  
Damien Miquel and Sarah Benson  
Naomi Muller  
Curtis Nelson  
Michael Nickerson  
Maia Nicolas  
Marie Olivier  
Camille Pecastaings-Christie  
Delphine Picard-Jones  
Christine Pierce  
Michael Porrazzo  
Isabelle Praud  
Catherine Ribes de Palma  
Sam Rodger  
Catherine Rondeau  
Mohamed Saadi  
Katherine Schroeder  
Karine Scialom  
Laurel Shinerock  
Alice Sipple  
Karen Sturla Avogadri  
Sandra Testini  
Richard Ulfers  
Véronique Valdettaro  
Marie-Hélène Veloso  
Olivier Vincent and Laura Pallarés  
Robert and Paulette Walsh



## GIVING DAY - ALL IN FOR ISB DONORS

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Allen Aloise and Linzy Brekke-Aloise  
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Jean-Charles and Delphine Wirth



**THANK YOU FOR  
YOUR SUPPORT!**

# GOVERNANCE AND ADMINISTRATION

## SENIOR LEADERSHIP TEAM

Supports management of the School and acts in an advisory capacity to the Head of School.

- Richard Ulffers, Head of School
- Isabelle Praud, Chief Financial Officer
- Milica Gallucci, Chief Advancement Officer
- Lucy Pelham, Director of Admissions and Enrollment Manager
- Philippe Caron-Audet, Middle School Director
- Pauline Dides, Elementary School Director
- Michael Porrazzo, Upper School Director

## BOARD OF TRUSTEES

Acts as the stewards of the School's educational mission, long-term strategy, and financial health.

- Florence Bourgeois (Secretary)
- Bruce Carvalho
- Soumitra Dutta
- Nicole Ferry Lacchia
- Catherine Harnist
- Muriel Médard (Treasurer)
- Arnaud Mentré (Consul General of France in Boston) - ex officio
- Bertrand Renaud
- Anne-Christine Rice
- René Robert
- Mary Ann Sorel
- Philippe Suhas (Chair)
- Eric Thompson
- Richard Ulffers (Head of School) - ex officio
- Christopher Wadsworth
- Jeremy Wohlwend

## COMMITTEES

### EXECUTIVE COMMITTEE

Philippe Suhas (Chair), Florence Bourgeois, Nicole Ferry-Lacchia, Bertrand Renaud, Chris Wadsworth, Richard Ulffers

### COMMITTEE ON TRUSTEES

Mary Ann Sorel (Chair), Bruce Carvalho, Nicole Ferry-Lacchia, Catherine Harnist, Muriel Medard, Richard Ulffers, Milica Gallucci

### FINANCE COMMITTEE

Muriel Medard (Chair), Florence Bourgeois, Bertrand Renaud, René Robert, Philippe Suhas, Thomas McCauley, Sandra Vrejan, Richard Ulffers, Isabelle Praud

### BUILDINGS & GROUNDS COMMITTEE

René Robert (Chair), Catherine Harnist, Mary Ann Sorel, Philippe Suhas, Zeyneb Magavi, Ben Myers, Maryann Thompson, Sarah Madeleine Tierney Guerin, Laurence Tuot, Richard Ulffers, Isabelle Praud, Jeff Lamb, Pauline Dides, Philippe Caron-Audet, Michael Porrazzo, Lucy Pelham

### ADVANCEMENT COMMITTEE

Florence Bourgeois (Chair), Eric Thompson, Richard Ulffers, Milica Gallucci, Isabelle Praud

